



Federal Communications Commission

2006 Annual FCC Employee Survey Responses

Office of Managing Director

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The 2006 Annual FCC Employee Survey was open from September 27, 2006, through October 20, 2006. The survey was anonymous, web based, and offered to all FCC employees. Of the 1,847 employees on-board, 797, or 43%, chose to participate. The responses follow:

*1. What is your agency subcomponent? Bureau/Office:	Responses	Percentage
CGB	83	11%
EB	164	21%
IB	36	5%
MB	69	9%
OET	35	4%
OGC	35	4%
OMD	105	13%
Other	29	4%
PSHSB	32	4%
WCB	86	11%
WTB	115	15%
Total	789	100%

2. Occupation Group:	Responses	Percentage
Attorney	222	28%
Clerical & Administrative Support	63	8%
Consumer Affairs & Consumer Outreach	27	3%
Economist	24	3%
Engineer	112	14%
Finance/Accounting/Auditing	38	5%
Information Technology	40	5%
Management/Program Analyst	79	10%
Specialist	91	12%
Other	84	11%
Total	780	100%

3. Grade Level:	Responses	Percentage
Wage Grade	2	<1%
GS 1-7	28	4%
GS 8-12	151	19%
GS 13-15/SL	575	74%
SES	23	3%
Total	779	100%

* = Mandatory Question
Percentages may not total to 100% due to rounding.

*4. What is your supervisory status?	Responses	Percentage
Non Supervisor	506	64%
Team Leader	110	14%
Supervisor	88	11%
Manager	71	9%
Executive	14	2%
Total	789	100%

*5. Are you:	Responses	Percentage
Male	378	48%
Female	409	52%
Total	787	100%

6. Work Site:	Responses	Percentage
Headquarters	615	78%
Field Site	176	22%
Total	791	100%

*7. Are you Hispanic or Latino?	Responses	Percentage
Yes	31	4%
No	745	96%
Total	776	100%

*8. Please select the racial category or categories with which you most closely identify (Please select one or more).	Responses	Percentage
White	545	70%
Black or African-American	189	24%
Native Hawaiian or Other Pacific Islander	6	1%
Asian	31	4%
American Indian or Alaskan Native	10	1%
Total	781	100%

*9. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Responses	Percentage
Strongly Agree	161	20%
Agree	337	42%
Neither Agree nor Disagree	130	16%
Disagree	72	9%
Strongly Disagree	40	5%
Do Not Know	54	7%
Total	794	100%

*10. Managers communicate the goals and priorities of the organization.	Responses	Percentage
Strongly Agree	126	16%
Agree	330	42%
Neither Agree nor Disagree	125	16%
Disagree	117	15%
Strongly Disagree	86	11%
Do Not Know	9	1%
Total	793	100%

11. Agency performance information is communicated throughout the organization.	Responses	Percentage
Strongly Agree	88	11%
Agree	229	29%
Neither Agree nor Disagree	163	21%
Disagree	175	22%
Strongly Disagree	122	15%
Do Not Know	17	2%
Total	794	100%

*12. I know how my work relates to the agency's goals and priorities.	Responses	Percentage
Strongly Agree	197	25%
Agree	356	45%
Neither Agree nor Disagree	81	10%
Disagree	82	10%
Strongly Disagree	62	8%
Do Not Know	13	2%
Total	791	100%

*13. The workforce has the job relevant knowledge and skills necessary to accomplish organizational goals.	Responses	Percentage
Strongly Agree	190	24%
Agree	401	51%
Neither Agree nor Disagree	104	13%
Disagree	72	9%
Strongly Disagree	13	2%
Do Not Know	11	1%
Total	791	100%

*14. My work unit is able to recruit people with the right skills.	Responses	Percentage
Strongly Agree	110	14%
Agree	235	30%
Neither Agree nor Disagree	165	21%
Disagree	131	17%
Strongly Disagree	102	13%
Do Not Know	49	6%
Total	792	100%

*15. Promotions in my work unit are based on merit.	Responses	Percentage
Strongly Agree	127	16%
Agree	233	29%
Neither Agree nor Disagree	165	21%
Disagree	102	13%
Strongly Disagree	110	14%
Do Not Know	54	7%
Total	791	100%

*16. My talents are used well in the workplace.	Responses	Percentage
Strongly Agree	159	20%
Agree	302	38%
Neither Agree nor Disagree	98	12%
Disagree	149	19%
Strongly Disagree	81	10%
Do Not Know	2	<1%
Total	791	100%

*17. I have a high level of respect for my organization's senior leaders.	Responses	Percentage
Strongly Agree	192	24%
Agree	215	27%
Neither Agree nor Disagree	137	17%
Disagree	130	16%
Strongly Disagree	112	14%
Do Not Know	4	1%
Total	790	100%

*18. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Responses	Percentage
Strongly Agree	123	16%
Agree	216	27%
Neither Agree nor Disagree	135	17%
Disagree	168	21%
Strongly Disagree	147	19%
Do Not Know	3	<1%
Total	792	100%

*19. Employees have a feeling of personal empowerment with respect to work processes.	Responses	Percentage
Strongly Agree	86	11%
Agree	191	24%
Neither Agree nor Disagree	128	16%
Disagree	177	23%
Strongly Disagree	197	25%
Do Not Know	6	1%
Total	785	100%

*20. My workload is reasonable	Responses	Percentage
Strongly Agree	115	15%
Agree	449	57%
Neither Agree nor Disagree	117	15%
Disagree	69	9%
Strongly Disagree	37	5%
Do Not Know	1	<1%
Total	788	100%

*21. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Responses	Percentage
Very Good	373	48%
Good	210	27%
Fair	121	15%
Poor	49	6%
Very Poor	31	4%
Total	784	100%

*22. Creativity and innovation are rewarded.	Responses	Percentage
Strongly Agree	128	16%
Agree	236	30%
Neither Agree nor Disagree	147	19%
Disagree	146	18%
Strongly Disagree	118	15%
Do Not Know	19	2%
Total	794	100%

*23. My performance appraisal is a fair reflection of my performance.	Responses	Percentage
Strongly Agree	204	26%
Agree	386	48%
Neither Agree nor Disagree	128	16%
Disagree	34	4%
Strongly Disagree	19	2%
Do Not Know	25	3%
Total	796	100%

*24. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Responses	Percentage
Strongly Agree	53	7%
Agree	170	21%
Neither Agree nor Disagree	222	28%
Disagree	145	18%
Strongly Disagree	105	13%
Do Not Know	99	12%
Total	794	100%

*25. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Responses	Percentage
Strongly Agree	168	21%
Agree	420	53%
Neither Agree nor Disagree	101	13%
Disagree	57	7%
Strongly Disagree	45	6%
Do Not Know	5	1%
Total	796	100%

*26. Managers/supervisors/team leaders work well with employees of different backgrounds.	Responses	Percentage
Strongly Agree	188	24%
Agree	367	46%
Neither Agree nor Disagree	116	15%
Disagree	60	8%
Strongly Disagree	34	4%
Do Not Know	30	4%
Total	795	100%

*27. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g. Fully Successful, Outstanding).	Responses	Percentage
Strongly Agree	181	23%
Agree	338	43%
Neither Agree nor Disagree	137	17%
Disagree	60	8%
Strongly Disagree	22	3%
No Basis to Judge	48	6%
Total	786	100%

*28. In my work unit, differences in performance are recognized in a meaningful way.	Responses	Percentage
Strongly Agree	88	11%
Agree	272	34%
Neither Agree nor Disagree	179	23%
Disagree	126	16%
Strongly Disagree	59	7%
Do Not Know	68	9%
Total	792	100%

*29. Pay raises depend on how well employees perform their jobs.	Responses	Percentage
Strongly Agree	71	9%
Agree	170	22%
Neither Agree nor Disagree	204	26%
Disagree	171	22%
Strongly Disagree	102	13%
Do Not Know	72	9%
Total	790	100%

*30. Discussions with my supervisor/team leader about my performance are worthwhile.	Responses	Percentage
Strongly Agree	178	23%
Agree	341	43%
Neither Agree nor Disagree	130	16%
Disagree	82	10%
Strongly Disagree	44	6%
Do Not Know	16	2%
Total	791	100%

31. Employees are rewarded for providing high quality products and services to customers.	Responses	Percentage
Strongly Agree	127	16%
Agree	285	36%
Neither Agree nor Disagree	168	21%
Disagree	107	13%
Strongly Disagree	70	9%
Do Not Know	36	5%
Total	793	100%

*32. My supervisor supports my need to balance work and family issues.	Responses	Percentage
Strongly Agree	353	44%
Agree	327	41%
Neither Agree nor Disagree	67	8%
Disagree	21	3%
Strongly Disagree	19	2%
Do Not Know	7	1%
Total	794	100%

33. I recommend my organization as a good place to work.	Responses	Percentage
Strongly Agree	218	28%
Agree	261	33%
Neither Agree nor Disagree	172	22%
Disagree	81	10%
Strongly Disagree	60	8%
Total	792	100%

*34. The work I do is important.	Responses	Percentage
Strongly Agree	284	36%
Agree	338	43%
Neither Agree nor Disagree	101	13%
Disagree	39	5%
Strongly Disagree	22	3%
Do Not Know	8	1%
Total	792	100%

35. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	Responses	Percentage
Strongly Agree	173	22%
Agree	304	38%
Neither Agree nor Disagree	170	21%
Disagree	33	4%
Strongly Disagree	30	4%
Do Not Know	81	10%
Total	791	100%

36. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training awareness of diversity issues, mentoring).	Responses	Percentage
Strongly Agree	160	20%
Agree	275	35%
Neither Agree nor Disagree	194	25%
Disagree	47	6%
Strongly Disagree	29	4%
Do Not Know	85	11%
Total	790	100%

*37. The people I work with cooperate to get the job done.	Responses	Percentage
Strongly Agree	296	37%
Agree	367	46%
Neither Agree nor Disagree	80	10%
Disagree	36	5%
Strongly Disagree	11	1%
Total	790	100%

*38. My work gives me a feeling of personal accomplishment.	Responses	Percentage
Strongly Agree	230	29%
Agree	343	43%
Neither Agree nor Disagree	109	14%
Disagree	76	10%
Strongly Disagree	33	4%
Total	791	100%

*39. I like the kind of work I do.	Responses	Percentage
Strongly Agree	276	35%
Agree	342	43%
Neither Agree nor Disagree	119	15%
Disagree	35	4%
Strongly Disagree	18	2%
Total	790	100%

*40. I have trust and confidence in my supervisor.	Responses	Percentage
Strongly Agree	308	39%
Agree	286	36%
Neither Agree nor Disagree	90	11%
Disagree	66	8%
Strongly Disagree	40	5%
Total	790	100%

*41. How satisfied are you with your involvement in decisions that affect your work?	Responses	Percentage
Very Satisfied	113	14%
Satisfied	280	35%
Neither Satisfied nor Dissatisfied	154	19%
Dissatisfied	171	22%
Very Dissatisfied	75	9%
Total	793	100%

*42. How satisfied are you with your opportunity to get a better job in your organization?	Responses	Percentage
Very Satisfied	93	12%
Satisfied	223	28%
Neither Satisfied nor Dissatisfied	231	29%
Dissatisfied	148	19%
Very Dissatisfied	97	12%
Total	792	100%

*43. How satisfied are you with the recognition you receive for doing a good job?	Responses	Percentage
Very Satisfied	188	24%
Satisfied	312	39%
Neither Satisfied nor Dissatisfied	132	17%
Dissatisfied	98	12%
Very Dissatisfied	63	8%
Total	793	100%

*44. How satisfied are you with the training you receive for your present job?	Responses	Percentage
Very Satisfied	147	19%
Satisfied	389	49%
Neither Satisfied nor Dissatisfied	167	21%
Dissatisfied	56	7%
Very Dissatisfied	32	4%
Total	791	100%

*45. How satisfied are you with the policies and practices of your senior leaders?	Responses	Percentage
Very Satisfied	116	15%
Satisfied	225	28%
Neither Satisfied nor Dissatisfied	178	22%
Dissatisfied	147	19%
Very Dissatisfied	126	16%
Total	792	100%

*46. Considering everything, how satisfied are you with your pay?	Responses	Percentage
Very Satisfied	178	23%
Satisfied	388	49%
Neither Satisfied nor Dissatisfied	119	15%
Dissatisfied	78	10%
Very Dissatisfied	26	3%
Total	789	100%

*47. Considering everything, how satisfied are you with your job?	Responses	Percentage
Very Satisfied	181	23%
Satisfied	357	45%
Neither Satisfied nor Dissatisfied	126	16%
Dissatisfied	88	11%
Very Dissatisfied	36	5%
Total	788	100%

48. Considering everything, how satisfied are you with your organization?	Responses	Percentage
Very Satisfied	133	17%
Satisfied	279	35%
Neither Satisfied nor Dissatisfied	166	21%
Dissatisfied	137	17%
Very Dissatisfied	75	9%
Total	790	100%

*49. How satisfied are you with the information you receive from management on what's going on in your organization?	Responses	Percentage
Very Satisfied	99	12%
Satisfied	198	25%
Neither Satisfied nor Dissatisfied	184	23%
Dissatisfied	184	23%
Very Dissatisfied	128	16%
Total	793	100%

*50. Employees are protected from health and safety hazards on the job.	Responses	Percentage
Strongly Agree	223	28%
Agree	385	48%
Neither Agree nor Disagree	102	13%
Disagree	32	4%
Strongly Disagree	39	5%
Do Not Know	15	2%
Total	796	100%

*51. My organization has prepared employees for potential security threats.	Responses	Percentage
Strongly Agree	238	30%
Agree	419	53%
Neither Agree nor Disagree	90	11%
Disagree	19	2%
Strongly Disagree	13	2%
Do Not Know	16	2%
Total	795	100%

52. I am given adequate opportunity to participate in training and development programs.	Responses	Percentage
Strongly Agree	265	33%
Agree	391	49%
Neither Agree nor Disagree	72	9%
Disagree	45	6%
Strongly Disagree	16	2%
Do Not Know	5	1%
Total	794	100%

*53. Supervisors/team leaders in my work unit support employee development.	Responses	Percentage
Strongly Agree	260	33%
Agree	390	49%
Neither Agree nor Disagree	83	10%
Disagree	32	4%
Strongly Disagree	20	3%
Do Not Know	10	1%
Total	795	100%

*54. My training needs are assessed.	Responses	Percentage
Strongly Agree	141	18%
Agree	327	41%
Neither Agree nor Disagree	186	23%
Disagree	93	12%
Strongly Disagree	24	3%
Do Not Know	22	3%
Total	793	100%

55. In the last year, I have had the opportunity at work to learn and grow.	Responses	Percentage
Strongly Agree	188	24%
Agree	372	47%
Neither Agree nor Disagree	122	15%
Disagree	63	8%
Strongly Disagree	38	5%
Do Not Know	11	1%
Total	794	100%

56. Managers in my Bureau/Office consider continuous learning by everyone to be a key business priority.	Responses	Percentage
Strongly Agree	146	18%
Agree	302	38%
Neither Agree nor Disagree	188	24%
Disagree	71	9%
Strongly Disagree	35	4%
Do Not Know	52	7%
Total	794	100%

57. Employees in my work unit share job knowledge with each other.	Responses	Percentage
Strongly Agree	202	25%
Agree	370	47%
Neither Agree nor Disagree	102	13%
Disagree	72	9%
Strongly Disagree	41	5%
Do Not Know	8	1%
Total	795	100%

58. Managers promote communications among different work units (for example, about projects, goals, needed resources).	Responses	Percentage
Strongly Agree	135	17%
Agree	282	36%
Neither Agree nor Disagree	152	19%
Disagree	122	15%
Strongly Disagree	75	9%
Do Not Know	27	3%
Total	793	100%

*59. I am given a real opportunity to improve my skills in my organization.	Responses	Percentage
Strongly Agree	153	19%
Agree	335	42%
Neither Agree nor Disagree	181	23%
Disagree	76	10%
Strongly Disagree	44	6%
Total	789	100%

60. I feel free to report workplace violence to someone up the line or the security office.	Responses	Percentage
Strongly Agree	357	45%
Agree	360	45%
Neither Agree nor Disagree	56	7%
Disagree	16	2%
Strongly Disagree	7	1%
Total	796	100%

61. I would be disciplined or punished if I threatened somebody at work.	Responses	Percentage
Strongly Agree	374	47%
Agree	327	41%
Neither Agree nor Disagree	66	8%
Disagree	17	2%
Strongly Disagree	8	1%
Total	792	100%

62. I would be disciplined or punished if I assaulted somebody at work.	Responses	Percentage
Strongly Agree	428	54%
Agree	314	40%
Neither Agree nor Disagree	44	6%
Disagree	3	<1%
Strongly Disagree	3	<1%
Total	792	100%

63. The FCC investigates and resolves any issue of workplace violence in a fair and impartial manner.	Responses	Percentage
Strongly Agree	189	24%
Agree	216	27%
Neither Agree nor Disagree	340	43%
Disagree	14	2%
Strongly Disagree	34	4%
Total	793	100%